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IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

re application of:
 Calderaro, et. al.
 Serial No.: 09/895,886
 Filed: June 29, 2001
 Title: System and Method for Improved Personnel Compensation Planning Factors

: Group Art Unit: 2164
 : Intellectual Property Law Department
 : International Business
 : Machines Corporation
 : 11400 Burnet Road
 : Austin, Texas 78758

SUPPLEMENTAL INFORMATION DISCLOSURE STATEMENT

The Commissioner of Patents
 Washington, D.C. 20231

Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

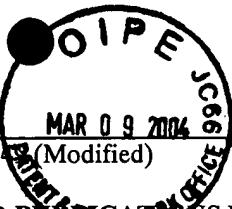
While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Supplemental Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

This Supplemental Information Disclosure Statement is believed to be timely pursuant to 37 CFR § 1.97(b), therefore no additional fees are believed to be necessary. If, however, additional fees are deemed to be necessary, the Commissioner is hereby authorized to charge such fees to IBM's deposit account No. 09-0447. A duplicate copy of this sheet is enclosed.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each of the items on PTO-1449 is supplied herewith.

Respectfully submitted,

By Joseph T. Van Leeuwen
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In Place of FORM PTO-144B (Modified)

**LIST OF PATENTS AND PUBLICATIONS FOR
APPLICANT'S INFORMATION DISCLOSURE
STATEMENT**

Serial No. 09/895,886
Applicant: Calderaro, et. al.
Filing Date: 6/29/2001
Group: 2164
Atty. Docket No. AUS9-2001-0236-US1

U. S. PATENT DOCUMENTS

Examiner Initial	Document Number	Date	Name	Class	Subclass	Filing Date if Appropriate
	AA 2002/0184148	12-2002	Kahn et al.	705	40	
	AB 6,347,306	02-2002	Swart, Marius	705	32	
	AC 2003/1082178	09-2003	D'Elena et al.	705	11	
	AD 2003/0216957	11-2003	Florence et al.	705	11	
	AE 2003/0154098	08-2003	Kalnas et al.	705	1	
	AF					
	AG					
	AH					
	AI					
	AJ					
	AK					
	AL					

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FOREIGN PATENT DOCUMENTS

Examiner Initial	Document Number	Date	Country	Class	Subclass	Translation Yes No
	AM					
	AN					
	AO					
	AP					

OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)

Examiner Initial	AQ	Oracle Human Resources, North American User's Guide, Release 11, Volume 1, March 1998
	AR	
	AS	
	AT	
	AU	

Examiner: _____ Date Considered: _____

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.